

Fact Sheet: Employment Types

Applicable under Australian Workplace Legislation

Category	Full-Time Employee	Part-Time Employee	Casual Employee	Contractor (Pty Ltd)	Contractor (ABN/Sole Trader)	Fixed-Term Employee	Max-Term Employee
Definition	Ongoing employment with set hours	Ongoing employment with set, fewer hours than full-time	Irregular work with no guarantee of hours	Independent business entity providing services	Self-employed individual providing services	Employee for a specific period	Employee for a specific period but may be ended earlier
Hours of Work	Usually 38 hours/week	Proportion of full-time hours	No guaranteed hours	Set by contract	Set by contract	Set by contract	Set by contract
Entitlements (Leave, Super, etc)	Full leave entitlements (annual, sick, etc.) + superannuation	Pro-rata leave entitlements + superannuation	No leave, casual loading instead, super if eligible*	No leave, may have super entitlements depending on contract*	No leave, may have super entitlements depending on contract*	Full leave entitlements + superannuation	Full leave entitlements + superannuation
Job Security	High, ongoing	High, ongoing	Low, can be terminated per shift*	Subject to contract terms	Subject to contract terms	Secured for the contract term	Secured for the contract term but can end early
Notice Period required?	Yes, per contract or award	Yes, per contract or award	No, unless required by award or enterprise agreement*	As per contract	As per contract	Yes, per contract or award	Yes, per contract or award
Fair Work Act coverage?	Yes	Yes	Yes	No—for genuine contractors however, General Protections provisions apply.	No—for genuine contractors however, General Protections provisions apply.	Yes	Yes
Superannuation	Yes	Yes	Yes (if eligible)*	May be required*	May be required*	Yes	Yes
Termination Rights	Protected under Fair Work	Protected under Fair Work	Can be ended per shift, but regular and systematic casuals may have unfair dismissal rights*	As per contract*	As per contract*	Ends at contract completion	Ends at contract completion unless terminated earlier

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Award/Enterprise Agreement Coverage?	Yes	Yes	Yes	No	No	Yes	Yes
Independent Contractor or Employee?	Employee	Employee	Employee	Independent Contractor	Independent Contractor	Employee	Employee
Right to Unfair Dismissal Claims?	Yes	Yes	Only if employed for 6+ months (12+ months for small businesses) and had regular and systematic work*	No	No	Yes (if eligible)*	Yes (if eligible)*
Casual Loading applies?	No	No	Yes (in place of entitlements)	No	No	No	No
Can Employer Direct Work?	Yes	Yes	Yes	No, but employer can set deliverables and deadlines as per contract*	No, but employer can set deliverables and deadlines as per contract*	Yes	Yes
Pays Own Tax & Insurance?	No, employer deducts tax & pays insurances	No, employer deducts tax & pays insurances	No, employer deducts tax & pays insurances	Yes, responsible for own tax & insurance	Yes, responsible for own tax & insurance	No, employer deducts tax & pays insurances	No, employer deducts tax & pays insurances

Note: *This table is a general guide and does not replace specific legal advice. The classification of workers should be assessed based on actual working arrangements, not just contract terms. Misclassification can lead to legal and financial consequences under the Fair Work Act and ATO regulations.